



Personality Testing

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Scale Number	Scale Name	Interpretation of High Scores
1	Hypochondriasis	Excessive bodily concern; somatic symptoms
2	Depression	Depressed; pessimistic; irritable; demanding
3	Hysteria	Physical symptoms of functional origin; self-centered; demands attention
4	Psychopathic Deviate	Asocial or antisocial; rebellious; impulsive; poor judgment
5	Masculinity-Femininity	Male: aesthetic interests; Female: assertive; competitive; self-confident
6	Paranoia	Suspicious; sensitive; resentful; rigid; may be frankly psychotic
7	Psychasthenia	Anxious; worried; obsessive; lacks self-confidence; problems in decision making
8	Schizophrenia	May have thinking disturbance; withdrawn; feels alienated and unaccepted
9	Hypomania	Excessive activity; lacks direction; low frustration tolerance; friendly
0	Social-Introversion	Socially introverted; shy; sensitive; overcontrolled; conforming

Origins/Usage

- Originated from WWII to sort recruits for a suitable role.
- Used to be used as a hiring practice until they were found to be unreliable in practice.

Why are personality tests used?

- Evaluate candidates to assist in the selection process
- Do the needs of the candidate match up with what the employer has to offer
 - This industry has a huge potential

Problems with the tests

- Candidates manipulate the test
- Tests appearing neutral but discriminating against protected classes
- Not reliable, valid, not related to the job, invasion of privacy, faking by candidates, and labeling of test takers



Myers-Briggs Type Indicator Grid

	Sensing		Intuitive		
Judging	ISTJ THE INSPECTOR Responsible - Organized Analytical - Practical Hardworking with sound practical judgment 11.6%	ISFJ THE PROTECTOR Warm - Considerate Caring - Responsible Enjoy being helpful Work behind the scenes 13.8%	INFJ THE COUNSELOR Reflective - Idealistic Organized - Private Quietly caring - Enjoy intellectual stimulation 1.5%	INTJ THE MASTERMIND Innovative - Strategic Logical - Reserved Driven by own original ideas for improvement 2.1%	Introvert
	ISTP THE CRAFTSMAN Action-oriented Hands-on practically Enjoy adventure Used to how things work 5.4%	ISFP THE COMPOSER Warm - Sensitive - Artistic Nurturing - Flexible In touch with self, nature, and creative environments 8.8%	INFP THE HEALER Sensitive - Creative Idealistic - Perceptive Value inner harmony Focus on possibilities 4.4%	INTP THE ARCHITECT Intellectual - Logical Socially cautious Imaginative thinker - Enjoy cerebral problem solving 3.3%	
	ESTP THE PROMOTER Unconventional - Fun Likes for new and new Good problem solver Spontaneous 4.3%	ESFP THE PERFORMER Sociable - Spontaneous Lives in the moment Juggles multiple projects Quick on their feet 8.5%	ENFP THE CHAMPION Seeks harmony - Playful Use of charm - Charismatic People oriented Likes to help others 8.1%	ENTP THE INVENTOR Objective - Enthusiastic Versatile - Strategic Enjoys new ideas and challenges - Talkative 8.1%	
	ESTJ THE SUPERVISOR Efficient - Outgoing Systematic - Analytical Results driven - Traditional Likes to see things done 8.7%	ESFJ THE PROVIDER Good interpersonal skills Caring - Likes to please Practical - Harmonious Likes to see things done 12.3%	ENFJ THE TEACHER Charismatic - Idealistic Persuasive - Future Organized - Idealistic Likes to see things done 2.5%	ENTJ THE FIELD MARSHAL Visionary - Takes charge Organized - Logical Charismatic - Idealistic Likes to see things done 1.6%	
	Thinking		Feeling		
Judging					Introvert